



# Agenda

## HIRING OUTREACH OVERSIGHT COMMITTEE

August 12, 2013

1:30 pm

651 Pine Street, Room 101,  
Martinez, CA

Supervisor John Gioia, Chair

Supervisor Federal D. Glover, Vice Chair

### Agenda Items:

Items may be taken out of order based on the business of the day  
and preference of the Committee

1. Introductions
2. Approve the Record of Action from the June 10, 2013 meeting.
3. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).
4. County Counsel's update on the Motion to Vacate the Consent Decree.
5. Discussion
  - Identify ways the Hiring Outreach and Oversight Committee and the Advisory Council on Equal Employment Opportunity can work in conjunction.
  - Identify ways to review the statistical data.
6. Adjourn

*The Hiring Outreach Oversight Committee will provide reasonable accommodations for persons with disabilities planning to attend Hiring Outreach Oversight Committee meetings. Contact the staff person listed below at least 72 hours before the meeting.*

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Hiring Outreach Oversight Committee less than 96 hours prior to that meeting are available for public inspection at 651 Pine Street, 10th floor, during normal business hours.

Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact:

Antoine J. Wilson

Affirmative Action/ Equal Employment Opportunity Officer

Phone (925) 335-1045, Fax (925) 335-1799

antoine.wilson@cao.cccounty.us

### **Acronyms, Abbreviations, and other Terms (in alphabetical order):**

Contra Costa County has a policy of making limited use of acronyms, abbreviations, and industry-specific language in its Board of Supervisors meetings and written materials. Following is a list of commonly used language that may appear in oral presentations and written materials associated with Board meetings:

|                 |   |                   |   |
|-----------------|---|-------------------|---|
| <b>AB</b>       | Assembly Bill   | <b>HCD</b>        | (State Dept of) Housing & Community Development           |
| <b>ABAG</b>     | Association of Bay Area Governments   | <b>HHS</b>        | Department of Health and Human Services                   |
| <b>ACA</b>      | Assembly Constitutional Amendment   | <b>HIPAA</b>      | Health Insurance Portability and Accountability Act       |
| <b>ADA</b>      | Americans with Disabilities Act of 1990   | <b>HIV</b>        | Human Immunodeficiency Syndrome                           |
| <b>AFSCME</b>   | American Federation of State County and Municipal Employees                     | <b>HOV</b>        | High Occupancy Vehicle                                    |
| <b>AICP</b>     | American Institute of Certified Planners  | <b>HR</b>         | Human Resources   |
| <b>AIDS</b>     | Acquired Immunodeficiency Syndrome  | <b>HUD</b>        | United States Department of Housing and Urban Development |
| <b>ALUC</b>     | Airport Land Use Commission   | <b>Inc.</b>       | Incorporated  |
| <b>AOD</b>      | Alcohol and Other Drugs   | <b>IOC</b>        | Internal Operations Committee                             |
| <b>BAAQMD</b>   | Bay Area Air Quality Management District  | <b>ISO</b>        | Industrial Safety Ordinance                               |
| <b>BART</b>     | Bay Area Rapid Transit District   | <b>JPA</b>        | Joint (exercise of) Powers Authority or Agreement         |
| <b>BCDC</b>     | Bay Conservation & Development Commission                                       | <b>Lamorinda</b>  | Lafayette-Moraga-Orinda Area                              |
| <b>BGO</b>      | Better Government Ordinance   | <b>LAFCo</b>      | Local Agency Formation Commission                         |
| <b>BOS</b>      | Board of Supervisors  | <b>LLC</b>        | Limited Liability Company                                 |
| <b>CALTRANS</b> | California Department of Transportation   | <b>LLP</b>        | Limited Liability Partnership                             |
| <b>CalWIN</b>   | California Works Information Network  | <b>Local 1</b>    | Public Employees Union Local 1                            |
| <b>CalWORKS</b> | California Work Opportunity and Responsibility to Kids                          | <b>LVN</b>        | Licensed Vocational Nurse                                 |
| <b>CAER</b>     | Community Awareness Emergency Response  | <b>MAC</b>        | Municipal Advisory Council                                |
| <b>CAO</b>      | County Administrative Officer or Office   | <b>MBE</b>        | Minority Business Enterprise                              |
| <b>CCHP</b>     | Contra Costa Health Plan  | <b>M.D.</b>       | Medical Doctor  |
| <b>CCTA</b>     | Contra Costa Transportation Authority   | <b>M.F.T.</b>     | Marriage and Family Therapist                             |
| <b>CDBG</b>     | Community Development Block Grant   | <b>MIS</b>        | Management Information System                             |
| <b>CEQA</b>     | California Environmental Quality Act  | <b>MOE</b>        | Maintenance of Effort                                     |
| <b>CIO</b>      | Chief Information Officer   | <b>MOU</b>        | Memorandum of Understanding                               |
| <b>COLA</b>     | Cost of living adjustment   | <b>MTC</b>        | Metropolitan Transportation Commission                    |
| <b>ConFire</b>  | Contra Costa Consolidated Fire District   | <b>NACo</b>       | National Association of Counties                          |
| <b>CPA</b>      | Certified Public Accountant   | <b>OB-GYN</b>     | Obstetrics and Gynecology                                 |
| <b>CPI</b>      | Consumer Price Index  | <b>O.D.</b>       | Doctor of Optometry                                       |
| <b>CSA</b>      | County Service Area   | <b>OES-EOC</b>    | Office of Emergency Services-Emergency Operations Center  |
| <b>CSAC</b>     | California State Association of Counties  | <b>OSHA</b>       | Occupational Safety and Health Administration             |
| <b>CTC</b>      | California Transportation Commission  | <b>Psy.D.</b>     | Doctor of Psychology                                      |
| <b>dba</b>      | doing business as   | <b>RDA</b>        | Redevelopment Agency                                      |
| <b>EBMUD</b>    | East Bay Municipal Utility District   | <b>RFI</b>        | Request For Information                                   |
| <b>EIR</b>      | Environmental Impact Report   | <b>RFP</b>        | Request For Proposal                                      |
| <b>EIS</b>      | Environmental Impact Statement  | <b>RFQ</b>        | Request For Qualifications                                |
| <b>EMCC</b>     | Emergency Medical Care Committee  | <b>RN</b>         | Registered Nurse  |
| <b>EMS</b>      | Emergency Medical Services  | <b>SB</b>         | Senate Bill   |
| <b>EPSDT</b>    | State Early Periodic Screening, Diagnosis and treatment Program (Mental Health) | <b>SBE</b>        | Small Business Enterprise                                 |
| <b>et al.</b>   | et ali (and others)   | <b>SWAT</b>       | Southwest Area Transportation Committee                   |
| <b>FAA</b>      | Federal Aviation Administration   | <b>TRANSPAC</b>   | Transportation Partnership & Cooperation (Central)        |
| <b>FEMA</b>     | Federal Emergency Management Agency   | <b>TRANSPLAN</b>  | Transportation Planning Committee (East County)           |
| <b>F&amp;HS</b> | Family and Human Services Committee   | <b>TRE or TTE</b> | Trustee   |
| <b>First 5</b>  | First Five Children and Families Commission (Proposition 10)                    | <b>TWIC</b>       | Transportation, Water and Infrastructure Committee        |
| <b>FTE</b>      | Full Time Equivalent  | <b>VA</b>         | Department of Veterans Affairs                            |
| <b>FY</b>       | Fiscal Year   | <b>vs.</b>        | versus (against)  |
| <b>GHAD</b>     | Geologic Hazard Abatement District  | <b>WAN</b>        | Wide Area Network   |
| <b>GIS</b>      | Geographic Information System   | <b>WBE</b>        | Women Business Enterprise                                 |
|                 |   | <b>WCCTAC</b>     | West Contra Costa Transportation Advisory Committee       |

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**HIRING OUTEACH OVERSIGHT COMMITTEE**

**Supervisor John Gioia, Chair**

**Supervisor Federal Glover, Vice Chair**

**Record of Actions**

**June 10, 2013**

**651 Pine Street- Room 101**

**Martinez, CA 94553**

**Introductions/Call to Order- 3:30 pm**

The meeting was called to order by Chair Gioia. Vice Chair Glover and County Administrator David Twa were in attendance.

**Public Comment on Items Not on the Agenda**

Larry Jones, EHSD Facilities Manager, and Gerald Williams, Retiree, were in attendance representing the Advisory Council on Equal Employment Opportunity (ACEEO).

Mr. Jones expressed concerns regarding:

- a) The Hiring Outreach and Oversight Committee replacing the ACEEO.
- b) The lack of upward mobility for people of color.
- c) The non-hiring of African-American men at the Division level.

Vice Chair Glover expressed that the standing committee was not going to replace the ACEEO or eliminate its role. Vice Chair Glover

Chair Gioia stated the whole idea behind the Hiring Outreach and Oversight Committee was to have broader oversight by the Board of Supervisors, which includes ensuring that the County continues to make progress in outreach and hiring efforts. Chair Gioia stated that the ACEEO will continue to play an active role in the County. Chair Gioia stated that the Board of Supervisors would be more involved in the County's hiring and outreach.

David Twa stated that the County is committed to recruiting and conducting outreach (especially with the Sheriff's and Fire Departments) in the under-utilized communities. Mr. Twa expressed that the County is committed to upward mobility for and hiring of people of color. Mr. Twa further stated that there will be many positions opening up due to the freeze being lifted especially in EHSD. Mr. Twa stated that he expects the ACEEO to be more active and work closer with the Board moving forward.

Supervisor Gioia suggested changing the start time for the standing committee from 3:30 pm to 2:30 pm.

**Adjourned 4:07 pm**